

DD/R-360-63

ADM-3

2 March 1963

MEMORANDUM FOR: Director of Personnel

25X1A

ATTENTION: [REDACTED] POD/OP

SUBJECT: Unclassified Recruitment Brochure

1. I have reviewed the subject brochure with much interest and consider that it is generally attractive and informative, and no doubt many constructive suggestions have come from your recent review. Over a period of time we can almost certainly continue to improve the effectiveness of such a booklet.

2. The thought occurred to me as I began the booklet that some skilled illustrator might be able to make very effective use of our new building if security would permit, or at least a picture of the front entrance showing the quotation from the Book of John carved into the magnificent marble of the front entrance. A minor editorial comment would be within the first sentence under the title "Employment in CIA" just before the center of the book to substitute the words "physical sciences" and "life sciences" where it now shows "physics" and "chemistry". In the section on Scientific and Technical Research Fields, I am suggesting considerable rewrite and additional material for such use as you may be able to make of it and hope that you may adapt it in such a way as to be consistent with the over-all nature of the brochure. The present item is pertinent only to OSI.

3. In my suggested rewrite below, I am attempting to encompass the entire over-all Agency utilization of scientific and technical personnel. This objective immediately necessitates dropping the word "research" since not all scientific and technical utilizations could be considered research. Thus, the simple title "The Scientific and Technical Fields" would be appropriate.

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Proposed Scientific and Technical Write-up

4. Virtually all scientific and engineering specialties are needed by CIA. In addition, there are many opportunities for technicians and various technical craftsmen. The following is a list of some of the more important areas, though by no means a complete list:

Physical Sciences  
Life Sciences  
Earth Sciences  
Behavioral Sciences  
Atomic Energy  
Telecommunications  
Photogrammetry  
Optics  
Automatic Data Processing

5. There are many important and challenging assignments for virtually all specialists within the space and missile fields and similarly within the field of electronics all types of specialists including technicians are in great demand. The great and far reaching impact of science and technology on all aspects of human existence today makes it mandatory that our government be aware of the scientific and technical capabilities in all parts of the world.

6. Science and technology is so basic to the economic, military and political strength of any country that our national and international policy must take into careful account the status of science in the world today. It is immediately apparent that the offensive and defensive capability of any nation is directly related to its scientific and technical capability. Within CIA the scientist and engineer is given the opportunity which only he can fulfill to serve in the front lines of national defense and national security.

7. It is not surprising that CIA has attracted the service and support of some of the nation's ablest scientists within both its permanent staff and consultative ranks. The Agency makes every effort to apply the great progress of science and technology to the accomplishment of its total mission in a great variety of ways. Both direct and indirect utilization of technical knowledge is made in a

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full range of scientific endeavors involving academic research, applied engineering, technical operations, advanced research and development. Recognizing the tremendous strides that are being made in all scientific fields the Agency is very attentive to ways and means of keeping its personnel abreast of developments in their fields and provides generous support in many instances to further academic training.

8. The following is a brief indication of the types of endeavor in which scientific and technical personnel are engaged:

- a. Research and preparation of reports on the characteristics and performance capabilities of foreign devices, equipment and systems.
- b. Research in the broad scope of science to ascertain the applicability of new scientific advances and concepts and technological developments to collection, interpretation and processing of intelligence information.
- c. Applied research through external projects to determine the feasibility for intelligence purposes of new scientific discoveries and to develop new equipment for a variety of intelligence applications.
- d. Analysis and interpretation of data collected by advanced technical means.
- e. Operation and maintenance of advanced scientific equipment used in collecting, transmitting, storing, retrieving and interpreting data.
- f. Field engineering support activities.
- g. Psychological testing, assessment and evaluation of personnel.
- h. The development and maintenance of rapport with important scientists.

Distribution:

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25X1A

Orig & 1 - Addressee  
✓ - [REDACTED]  
✓ - DD/R Subj  
1 - DD/R Chrono

[REDACTED]  
Executive Assistant  
Deputy Director (Research)

25X1A

APPC

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